

**Early Learning Council  
Workforce Development Committee  
January 24, 2011  
1:00pm–2:00pm**

**Attendees:**

Gail Conway	Isolda Davila	Marie Donovan
Harriette Herrera	Jan Maruna	Wendy Mertes
Christine Ryan	Andi Sass	Joni Scritchlow
Joyce Weiner	Anne Wharff	

**Meeting Notes**

**Background information on recommendations**

- Our joint work group (Workforce Development & Oversight and Coordination Committees) has held meetings with the Illinois Department of Human Services Quality Committee, the Illinois Department of Children and Family Services Advisory Council, the Illinois State Board of Education, and representatives of the Head Start community (including Gina Ruther, Lauri Morrison-Frichtl and Vanessa Rich).
  - All agencies and representatives provided feedback and are supportive of the Illinois ECE Program Director Qualification recommendations
- To move forward to the ELC Executive Committee, the recommendations must be approved by each individual committee of the joint work group.
- The recommendation timeline is:
  - Workforce Development - January 24<sup>th</sup> (today)
  - Oversight and Coordination - January 31<sup>st</sup>
  - ELC Executive Committee - February 7<sup>th</sup>
  - Early Learning Council - February 28<sup>th</sup>
    - If approved, the recommendations will be forwarded to the individual State departments for review, endorsement, planning and implementation.
- Note: For clarity, the DCFS recommendation now documents the current licensing requirements as well as the proposed new requirements (this is a change from previous versions of the recommendation).

**Discussion**

- Suggestion: Specify the additional hours (Administration, Management, or Leadership) for the DCFS recommendation for clarity (underlined portion below shows this suggested edit)

	Current Requirements	Recommended Requirements
<b>Administration, Management or Leadership Hours Required</b>	None currently required	Level I IL Director Credential, <b>or</b> 3 semester hours of college credit <u>in Administration, Management, or Leadership</u> , or 3 points of credential approved training

- Discussion: how will these recommendations impact qualified people without a degree in ECE applying for QRS or Early Childhood Block Grant funding?
  - Participation in both QRS and Early Childhood Block Grant programs are voluntary.
  - The recommendations have an equivalence clause to ensure people with degrees in other areas can qualify, as long as they have the hours needed in Early Childhood (ECE)/ administration.
  - The recommendations focus on individuals who plan the curriculum and serve in an administrative capacity over ECE programming. It is important for these individuals to have coursework in ECE, even if their degree is in an unrelated field.
  - Under the first asterisk, this statement was added: “Programs will designate which position fulfills those responsibilities in their organization.” This language is inclusive of meeting all sectors’ needs (e.g. Head Start).
- Discussion: Employees at community based agencies may not meet qualifications for training or coursework.
  - Training and coursework can come from a wide variety of sources.
- Discussion: How does this fit with NAEYC?
  - The recommendations use NAEYC language.
- Discussion: Could stronger language be used?
  - Possibility of using an and/or option to avoid potential of losing qualified people
    - Across the board, our goal is to provide quality care for children.
    - The members of the joint work group were focused on where people will be in 7 years, as opposed to the current situation. We are setting a recommendation for a progression of professionalism.
- General comment: These recommendations follow a precedence established in the bi-lingual arena: that directors need to have an administrative certificate and bi-lingual approval. An important factor is that the person who is directly responsible for day to day duties needs to have that certification.
- Members of the joint work group noted that clarification on implementation steps and how that will affect the work force will come from specific councils/agencies. All agencies affected by the recommendations are aware that the recommendations will be coming back to them for review in planning and implementation. The role of the Committee is to partner with those agencies to help move the recommendations forward.
  - The recommendations help give direction to different agencies and do not go into effect immediately. For example, any changes by the IDCFS would have to go into rule so there would be two opportunities for public comment. As written, the recommendations purposefully offer guidance to agencies without being too prescriptive.

### **Vote (alphabetical)**

- Gail Conway – abstained
- Isolda Davila – abstained pending forwarding to her supervisor, Vanessa Rich
  - Vanessa Rich – approved 1.26.11
- Marie Donovan – approved
- Harriette Herrera – approved
- Jan Maruna – approved

- Wendy Mertes – approved
  - Christine Ryan – approved
  - Andi Sass – approved
  - Joyce Weiner – approved
  - Anne Wharff – approved
- Recommendations will move forward, as approved by the Workforce Development Committee, to the Oversight and Coordination Committee.

**Meeting adjourned 1:57 p.m.**

**FY11 Workforce Development Committee meeting dates**

March 14 <sup>th</sup> , 2011	10am—noon
May 9 <sup>th</sup> , 2011	10am—noon